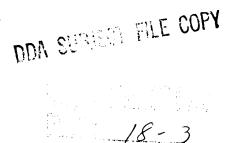
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Dr. M. Richard Rose President Rochester Institute of Technology One Lomb Memorial Drive Rochester, New York 14623

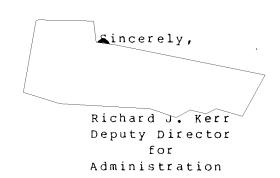
Dear Dr. Rose:

I write to congratulate you for the accord that you and Evans Hineman have struck to bring Jim Fry to the Rochester Institute of Technology for a sabbatical and to express the appreciation of the Central Intelligence Agency's Management for your cooperation.

We are confident that Mr. Fry's two-year sabbatical will prove career enhancing for him and beneficial both to RIT and the Agency.

The CIA recently has undertaken to arrange for several of its senior officers to take up residence at colleges and universities. One such officer already is in place at Georgetown University, where he is actively engaged in leading a seminar program on management. We have decided to regard Jim Fry's two-year stay at RIT as an extension of the Officer-in-Residence Program. This does not alter in any way the agreement that you, Evans Hineman, and Mr. Fry have worked out.

With all good wishes, I am



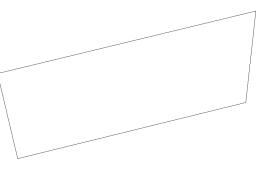
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